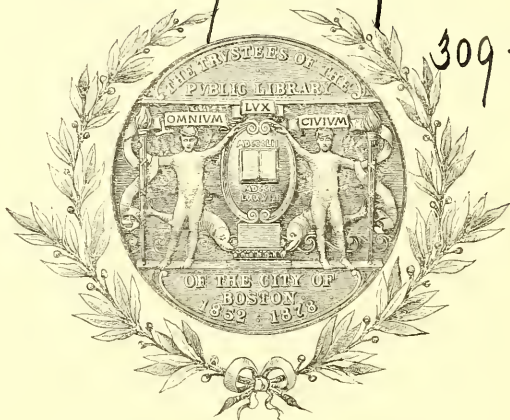


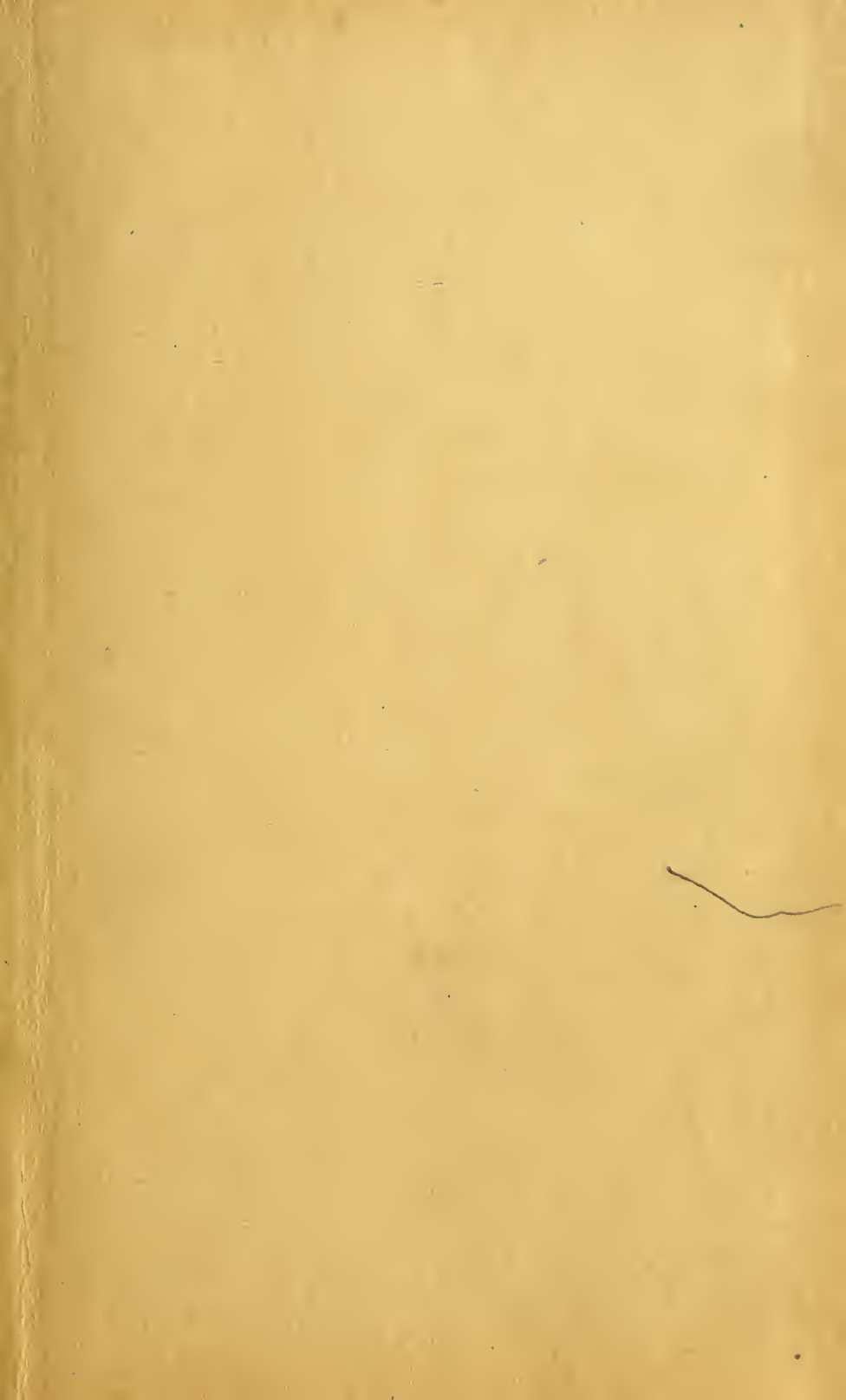
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Conclusions and Resolutions

IN BEHALF OF THE YOUTH
OF THE WORLD

*Adopted by the International
Labor Conference in the
Twenty-Seventh Session,
Paris, France, October 15 to
November 5, 1945*

U. S. SUPERINTENDENT OF DOCUMENTS

JUN 30 1946

INTRODUCTION

by *KATHARINE F. LENROOT, Chief Children's Bureau*¹
U. S. Department of Labor

Against a background of war and destruction, and amidst the stirring of reconstruction, representatives of Governments, employers, and workers of 48 nations assembled in Paris October 15, 1945 for the twenty-seventh session of the International Labor Conference. Created after the first World War, the International Labor Organization was established on the principle that lasting peace could be founded only on social justice. Its vitality and record of solid achievement make it one of the most important international instruments of the present postwar era.

An American who has not before visited war-torn Europe can fully measure the depth of the impression made only on her return, when she sees here the streets full of automobiles, the people well-clothed and well-fed, the shops and markets full of goods at prices which bear at least some measurable relation to prewar levels, and knows that everywhere in the country homes and buildings are intact, streets brilliantly lighted, and houses warmed. Even after a short absence one feels a sense of unreality about the security which has saved our mainland shores from attack and destruction through two world wars, but which will not again protect us should we and our allies fail to take measures to make a third cataclysm impossible. The only way in which we can share in the spiritual rebuilding of peoples arising from the ashes of destruction, as we shared in the battles which brought victory to the free nations, is to make their cause our own and give of our

plenty in the utmost measure.

The work of the Conference centered upon four main subjects: maintenance of high levels of employment; protection of children and young workers; minimum standards of social policy in dependent territories; and constitutional questions relating to the structure and functioning of the International Labor Organization and the ways in which it may be brought into relation with the United Nations Organization.

It is significant indeed that the problems of children and youth should have been given so prominent a place in the work of this first postwar International Labor Conference. Their needs and measures necessary to assure adequate protection were considered in a tripartite committee of representatives of governments, employers, and workers, which held 22 sessions and presented two reports to the Conference in plenary session.

As is customary, the Director's report and speeches commenting upon it gave opportunity for bringing general matters before the Conference. This year delegates from European countries were asked particularly to describe briefly the general conditions in their own countries. Their statements of loss, suffering, deprivation, and courageous determination to rebuild were unforgettable.

Cold, hunger, tuberculosis, and separation of families through deportations for forced labor in Germany, service in the armed forces and in the resistance movement, all have had serious effects

¹ Miss Lenroot attended the I. L. O. Conference as an official adviser to the delegates for the Government of the United States of America.

upon children and young persons in all the occupied countries. In Belgium, one-sixth of the working population had been deported to Germany or, in lesser numbers, to occupied France, for forced labor. From Poland, the Minister of Labor and Social Welfare reported that of the 7 million children under the age of 14 years, 650,000 are full orphans; 300,000 had been forcibly abandoned by their parents, most of whom had been placed in concentration camps or taken for conscript labor; 1,000,000 are half-orphans; and 2,000,000 more have to be clothed and fed because their parents are too impoverished to care for them. There are 1,000,000 homeless persons, about 300,000 of whom "are compelled to occupy holes dug in the earth. Some of them have neither clothing nor even shoes." In personal conversation the speaker said, "Our people can stand being without food; they are used to it. But they can't stand being without clothing in the winter cold."

The Government delegate from Italy reported that Italian towns, large and small, are largely in ruins, and that eight and a half million people have no roof to cover them during the coming winter. Very few schools are left, most of them having been destroyed or requisitioned for other purposes. In the Netherlands, though progress has been made since liberation, the food supply is still scanty. There is an appalling shortage of clothes, shoes, and other necessities. People in many districts are living in cellars or barns. Infant mortality is at a high level. In France, information brought to the writer's attention indicated that the weights of children at birth are down 200 to 300 grams and infant mortality has increased. Adolescent children present grave problems of malnutrition and tuberculosis. Clothing, fuel, and food are seriously short. Juvenile delinquency is causing great concern.

The Committee on Protection of Children and Young Workers met under the chairmanship of Mr. Leon Eli

Trochet, Minister of Labor and Social Welfare of Belgium. Mr. David Zellerbach, employers' member for the United States of America, and Miss Florence Hancock, workers' member of the United Kingdom of Great Britain and Northern Ireland, were vice-chairmen. The writer and Mrs. Alva Myrdal, Swedish Government member, served as reporters and presented the work of the committee to the plenary session of the Conference. Many of the 56 members of the committee (24 government members, 16 employers' members, and 16 workers' member) had come from countries recently liberated from enemy occupation. They brought to the committee their deep conviction that the protection and welfare of children and young persons are matters of the most urgent importance, and must be given priority in plans for social reconstruction.

The first part of the committee's work dealt with proposed lists of points for consultation with governments, preparatory to next year's conference when draft conventions will be drawn up for presentation to member governments for ratification. The subjects discussed were medical examinations for fitness for employment and restriction of night work, both relating to children and young persons.

It was proposed that the medical examination convention cover both industrial and nonindustrial occupations, and that the night-work convention cover nonindustrial undertakings, since industrial undertakings had already been covered in the night-work convention of 1919. It was pointed out that young agricultural workers also need the protection of medical examinations.

A resolution was adopted recommending that the staff of the I. L. O., in consultation with the Permanent Committee on Agriculture, undertake a study of the possibility of extending the protection of medical examinations for fitness for employment to children and young persons engaged in agricultural occupations. Another resolution

adopted by the committee requested the Governing Body to examine the possibility of revision of the 1919 convention on night work for young persons in industrial occupations.

Employers', workers', and government members were all in general agreement on the importance of medical examinations and restriction of night work. The report of the committee, containing revised lists of points for consultation and the two resolutions noted above, was adopted unanimously by the Conference, and the Governing Body later placed these matters on the agenda of next year's International Labor Conference, which will meet in Montreal.

Twelve meetings of the committee were devoted to a draft resolution on the protection of children and young workers and another on youth of liberated countries. The text of the first resolution, proposed by the Office, had been prepared after consultation with a group of experts from some 12 countries, which met in Montreal last spring. It aimed to present a coordinated scheme of various measures for the realization of the essential objectives of the International Labor Organization on the protection of youth, formulated in its constitution and in the Declaration of Philadelphia. In the words of the report of the committee to the Conference, "It amalgamates the many decisions already formulated by the Conference in the form of conventions and recommendations, and suggests supplementary standards on questions which have not yet been studied by the Conference." A representative of the Conference of Allied Ministers of Education attended the sessions of the committee and collaborated in its work.

During the general discussion of the resolution, many employers', workers', and government members of the committee gave their warm approval to the broad outlines of the plan and expressed the hope that the resolution might be-

come an instrument of progress even though for some countries certain of the standards proposed constitute an objective that can only be realized step by step. They thought such a plan might stimulate interest in these problems and encourage collaboration between all the administrations concerned.

Included in the resolution are sections on:

General Social Protection, including maintenance, health, and social protection; Educational Opportunities; Admission to Employment; Protection of Young Workers; Administration of Protective Policies; and Collaboration on an International Basis. Discussions of the subjects of hours of work and wages gave rise to the adoption of compromise texts concerning which certain reservations were made. The resolution as amended was adopted by the committee without opposition, though with certain reservations, and was in turn adopted by the whole Conference without a negative vote. The text should receive careful study by all concerned with the protection of our own children and young persons and the development of international standards.

The draft resolution concerning the youth of liberated countries, with minor amendments, received the unanimous approval of the committee and the Conference. It calls for giving full material and moral support in the task of reconstruction by all nations which are able to do so, and in particular by those which have escaped the ordeal of occupation by the enemy.

Two other resolutions were adopted: One requests the Governing Body to place on the agenda of an early—if possible the next—session of the International Labor Conference the question of regulating the underground work of young persons in mines. The other requests the Governing Body to set up an advisory committee for studying the problems of young workers.

NOTE.—The material which follows is quoted from the official report of the meeting.

CONCLUSIONS AND RESOLUTIONS OF THE COMMITTEE ON PROTECTION OF CHILDREN AND YOUNG WORKERS ADOPTED BY THE INTERNATIONAL LABOR CONFERENCE, 1945

The Committee on Protection of the International Labor Conference in Children and Young Workers at the relation to medical examinations and 27th session of the International Labor Organization Conference held in Paris, night work. October 15 to November 5, 1945, presented two reports to the Conference as a whole.

The first report, printed as No. 25 of the Provisional Record of the Conference, presents the committee's conclusions on points for consultation with Governments, preparatory to the drafting of Conventions or Recommendations on medical examination for fitness for employment (young workers) and restriction of night work of children and young persons (nonindustrial occupations). Two resolutions were also presented, relating to future work of

The second report, printed as No. 34 of the Provisional Record of the Conference, presents a Draft Resolution concerning the protection of children and young workers, and draft resolutions on underground work of young persons in mines and the setting up of an advisory committee in juvenile work. The Resolutions and Conclusions were unanimously adopted by the Conference.

The Resolution concerning the protection of Children and Young Workers is here presented first because of its broad scope and great importance.

RESOLUTION concerning the protection of children and young workers

Whereas the preamble to the constitution of the International Labor Organization includes among the objects of the Organization the protection of children and young persons and the organization of vocational and technical education; and

Whereas article 41 of the constitution declares the "abolition of child labor and the imposition of such limitations on the labor of young persons as shall permit the continuation of their education and assure their proper physical development" to be of special and urgent importance; and

Whereas the Declaration of Philadelphia recognizes the solemn obligation of the International Labor Organization to further among the nations of the world programs which will achieve "provision for child welfare and maternity protection" and "the assurance of equality of educational and vocational opportunity"; and

Whereas these solemn commitments involve the acceptance by the public authorities of member states of responsibility for ensuring by all appropriate means that children, the citizens and workers of the future, are brought into

the world and grow up under conditions which afford opportunities for proper physical, mental, and moral development and for training for a useful employment or career; and

Whereas, although the war and the abnormal living conditions resulting from it have greatly aggravated some of the social problems relating to children and young workers, many of these problems are of a permanent character and require the adoption of coordinated measures, in order to improve the social conditions on which the well-being of children and young persons depends; and

Whereas the reconstruction period, during which all democratic nations will seek to restore and improve their

instruments of social progress, affords a unique opportunity of reviewing the work already accomplished under the auspices of the International Labor Organization for the benefit of childhood and youth and of drawing up for the future a comprehensive policy by formulating the general principles to be followed in order to achieve these ends within the framework of the fundamental objectives of the International Labor Organization;

The General Conference of the International Labor Organization, meeting in its twenty-seventh session in Paris, this day of November 4, 1945, hereby adopts the present resolution concerning the protection of children and young workers.

1. GENERAL PRINCIPLE

1. The Conference, conscious of its obligation to further the material and spiritual advancement of working people everywhere, reaffirms its conviction that in order to develop to the fullest extent the capacities of the workers and citizens of the future it is necessary that governments, whilst encouraging the fullest discharge of individual and family obligations, should accept responsibility for assuring the health, welfare, and education of all children and young persons and the protection of all youthful workers of either sex, regardless of race, creed, color or family circumstances, both by national action and by appropriate measures of interna-

tional cooperation.

2. The Conference recognizes that questions relating to the health, education, employment, protection, and general welfare of children and young persons are interrelated, and cannot be solved in isolation.

3. The Conference further recognizes that certain of the matters dealt with in this resolution will be primarily the responsibility of other intergovernmental agencies, either existing or projected, and expresses the hope that such agencies will carefully consider the views which are stated in the resolution.

II. GENERAL SOCIAL PROTECTION OF CHILDREN AND YOUNG PERSONS

4. The Conference affirms its deep interest in the furtherance among the nations of the world of programs which will make possible the complete abolition of child labor by providing for every child proper maintenance and such conditions of life as will foster the talents and aptitudes of the child and his full development as a citizen and worker.

A. Maintenance

5. All necessary measures should be taken to assure the material well-being of children and young persons by:

(a) The adoption by members of

policies calculated to secure full employment;

(b) the provision of a living wage for all employed persons sufficient to maintain the family at an adequate standard of living;

(c) relieving the financial pressure on the family by such measures as subsidized housing suitable for family life, supplementary feeding for children, and other social services, family allowances, and tax concessions, thereby redistributing the cost of maintenance of children;

(d) appropriate provision for family responsibilities under national income-security schemes, based on the guiding principles and suggestions for application set forth in the income-security recommendation, 1944, and including more particularly:

(i) The provision under insurance schemes of supplementary allowances for dependent children, designed to meet contingencies and emergencies which destroy or impair the wage earner's ability to provide a livelihood for his children, and of maternity allowances;

(ii) the provision of similar allowances under other income-security schemes; and

(iii) general measures of social assistance to secure the well-being of dependent children and young persons;

(e) services through which homeless normal children and young persons, if not placed in private homes, are cared for in circumstances approximating to home life as closely as possible, in order to place such children on an equal footing with other children of their age, as regards well-being, health care, and general and vocational education suited to their aptitudes.

B. Health and Social Protection

6. In order to safeguard the general health and well-being of all children and young persons, the following services and facilities should be provided as a minimum:

Medical Care and Health Services:

(a) Medical-care services, curative and preventive, for pregnant women, infants, children of preschool age and school age, and young workers, developed in the light of the special needs of urban and rural communities and organized in accordance with the principles set forth in the medical-care recommendation, 1944;

(b) general health services for maintaining and improving the health of children and young persons, including, for example, services providing adequate food for pregnant and nursing mothers, infants and school children, instruction in elementary nutrition and hygiene, physical culture, and holidays in the country, and provision, where necessary, for children requiring such services as home help and day-nursery care;

(c) special mental-hygiene services, assuring children and young persons expert guidance to prevent or assist in correcting mental ill-health and to aid in normal adjustment to family, school, and vocation;

Social Services:

(d) The encouragement of the organization of facilities for leisure-time activities adapted to different age groups and the encouragement of youth organizations, for the purpose of promoting the physical, intellectual, and moral development and public spirit of children and young persons;

(e) measures to protect children and young persons from moral or physical neglect and harmful influences;

(f) the services and institutions necessary to ensure the legal protection, proper care, and reeducation of children and young persons with special handicaps or adjustment problems, including those who require care away from their own home, with a view to helping them to become socially adjusted and useful members of the community.

III. EDUCATIONAL OPPORTUNITIES

A. General Education and Vocational Guidance

7. The Conference reaffirms the conviction expressed in the Declaration of Philadelphia that the assurance of equality of educational opportunity is a necessary condition for equality of vocational opportunity.

8. All children and young persons should be provided free of charge with general education which should be of a standard and duration permitting adequate physical, intellectual, and moral development.

9. (1) Preschool education should be accessible to all children, without being compulsory, as soon as possible and as far as practicable.

(2) School attendance should be compulsory up to an age not lower than 16 years in all countries as soon as circumstances permit and should in all cases be compulsory up to the general minimum age for admission to employment; the school-leaving age should be raised simultaneously with the minimum age for admission to employment in accordance with the provisions of paragraph 19 (2) below.

10. Effective access to suitable education should be guaranteed through:

(a) Provisions to make educational facilities universally accessible, especially:

(i) The establishment of a sufficient number of schools of varied types with adequate and qualified teaching staffs;

(ii) measures to facilitate school attendance by children and young people who live at a distance from centers of population by such means as group transportation and boarding schools; and

(iii) the assignment of a high priority to public works for the establishment, restoration, or improvement of educational facilities.

(b) the provision of instruction de-

signed to meet among other purposes the actual needs of children and adolescents and of facilities to enable each child to receive the kind of education best suited to his age and aptitudes, taking into account:

(i) Special circumstances among various elements of the population;

(ii) special needs of children whose schooling has been retarded or interrupted; and

(iii) special problems of children with physical and mental handicaps, who need rehabilitation for a useful life.

11. The vocational interests of children and young persons should be fostered and their selection of an employment or career guided through:

(a) Programs for prevocational preparation which are destined to develop an idea of, taste for, and esteem for work and are consistent with the purposes of general education, according to the principles laid down in part III of the vocational-training recommendation, 1939;

(b) free vocational-guidance services, offered through the school or the employment service and available to all adolescents during their years of school attendance and at the time when they leave school, the use of such facilities being encouraged as the best means of helping young persons to choose suitable careers, in keeping with the provisions of paragraph 37 (b) of the unemployment (young persons) recommendation, 1935, and of paragraph 32 (1) of the employment (transition from war to peace) recommendation, 1944.

12. The continued education of young workers should be required until they reach the age of 18; in accordance with the principles laid down in paragraph 8 of the unemployment (young persons) recommendation, 1935, through supplementary courses designed principally to promote general

education but, also providing general training for occupational activity and organized on a part-time basis for employed young persons in conformity with the conditions laid down in paragraph 25 (b) below.

13. Young persons who can benefit thereby should be encouraged to continue their full-time education in secondary and technical schools beyond the compulsory school-leaving age, in accordance with the principle laid down, in paragraph 7 (1) of the unemployment (young persons) recommendation, 1935.

14. In order to promote the development of the child, schools should cooperate closely with parents and with institutions and agencies interested in the welfare of children and young persons or in their occupational career.

B. Technical and Vocational Training

15. (1) In order that young persons may obtain the knowledge necessary for carrying on the occupation in which they intend to engage and to maintain the supply of trained workers, technical and vocational-training opportunities should be provided by means of:

(a) Free technical and vocational schools and courses, organized in the manner defined in the vocational-training recommendation, 1939, and the vocational-education (agriculture) recommendation, 1921, which make available programs adapted to the economic requirements of each region or locality and of the country as a whole and provide young persons with adequate technical or trade knowledge;

(b) part-time supplementary courses organized in the manner defined in paragraph 12 of the vocational-training recommendation, 1939, which provide for all young workers, whether or not they have received vocational training before entering employment, the opportunity of extending their technical

and trade knowledge; these courses might form part of the compulsory continued education provided for above in paragraph 12 for young persons under the age of 18, and could be made available to all young persons over 18 who wish to attend them in order to obtain a better post; provided that nothing in this paragraph shall be construed as prejudicing the general educational character of continued education.

(2) Young workers who are obliged to attend part-time technical and vocational training should be protected by workmen's compensation against accident during the course of such training.

C. Economic Assistance

16. (1) Economic assistance should be provided, to aid in raising the school-leaving age, and effectively assure equal access to all stages of technical, vocational, and higher education, in accordance with the principles laid down in paragraphs 1, 5, and 7 (2) of the unemployment (young persons) recommendation, 1935, in paragraph 6 of the vocational-training recommendation, 1939, and paragraphs 30 (2) and 31 of the employment (transition from war to peace) recommendation, 1944.

(2) This assistance should consist, as circumstances and needs may require, of:

(a) The free use of textbooks and other materials and school equipment;

(b) free or low-cost meals;

(c) free or reduced-cost transportation; and

(d) maintenance allowances during the period of compulsory education and student aid to enable young persons to continue, subject to proof of merit, their vocational, technical, or higher education beyond the compulsory period.

D. Apprenticeship and In-Plant Training

17. (1) Special consideration should be given to the development of appren-

ticeship for young workers and in particular to measures for making apprenticeship fully effective in accordance with the principles laid down in the apprenticeship recommendation, 1939, and in paragraph 33 of the employment (transition from war to peace) recommendation, 1944, with a view to ensuring sustained improvement in the standards and methods of apprenticeship and the widening of the responsibilities of public authorities in this field.

(2) Special efforts should be made,

in collaboration with employers' and workers' organizations, to develop systematic arrangements for ensuring in accordance with paragraph 34 of the employment (transition from war to peace) recommendation, 1944, that all young workers employed in any undertaking have an opportunity to acquire or to improve their specialized technical training and to acquaint themselves with the operations of the undertaking as a whole.

IV. ADMISSION TO EMPLOYMENT

A. Regulation of Minimum Age

18. The Conference reaffirms its duty to promote the abolition of child labor, and, convinced that it is in the best interests of children in order to assure an adequate preparation for their future to fix the minimum age for admission to employment as high as possible for all categories of employment:

(a) Invites all members to ratify as soon as possible either the four conventions fixing at 14 years the minimum age of admission to industrial employment, employment at sea, nonindustrial employment, and employment in agriculture, or preferably as regards the first three categories of employment, the revised conventions in which the minimum age for industrial employment, employment at sea, and nonindustrial employment is raised to 15 years; and

(b) urges them to take as their objective the gradual raising to 16 years of the minimum age of admission to employment.

19. (1) When regulating the minimum age of admission, consideration should be given to the following principles, which would appear to afford an appropriate basis of regulation.

(2) The gradual raising of the minimum age should be accompanied, at

each successive stage, by simultaneous measures for assuring the maintenance of children in accordance with the provisions of paragraph 5 above and for organizing compulsory school attendance until at least the same age, in accordance with the provisions of paragraphs 9 (2) and 10 above.

(3) So far as possible the minimum age should be fixed simultaneously for the various important categories of occupations and especially for industrial and nonindustrial employments carried on mainly in urban areas, in order to avoid the risk that application of stricter rules to industrial employments may induce younger children to enter employments which are inadequately regulated and in which they will therefore receive less protection.

(4) Attention should be given to regulating the admission of a child to domestic service outside of his own family in the same way as to other nonindustrial occupations in accordance with the provisions of the minimum-age (nonindustrial employment) conventions, 1932 and 1937; special efforts should be made to eliminate forms of employment involving the placing of children in, or their transfer on a basis of quasi adoption to, the family of an employer where they work for maintenance.

(5) The employment of children of school age should be carefully regulated

to prevent interference with schooling and to ensure full opportunity for study, recreation, and rest, with due regard for the following standards:

(a) No child of school age should be allowed to work during school hours, whether on his own account, for his parents, or for an employer;

(b) exemptions permitting the employment of children of school age outside school hours should be eliminated as soon as possible and pending such elimination should be strictly limited in accordance with the following provisions:

(i) As regards the nature of the employment, such exceptions should be granted only for light agricultural employment or for nonindustrial employments which are clearly unobjectionable;

(ii) as regards the number of hours and other conditions under which employment might be authorized by the competent authority, so that it is not harmful to the health or normal development of the child and is not such as to prejudice his attendance at school or capacity to benefit from instruction there given, in accordance with the provisions of article 3 of the minimum-age (nonindustrial employment) conventions, 1932 and 1937;

(iii) as regards age, exemption should be granted only to children who are not more than 2 years below the minimum age of admission to employment.

(6) In order to ensure the effective application of the regulations concerning the minimum age of admission to employment, documentary proof of age should be required before any child or young person is permitted to enter employment; such proof of age should:

(a) Be furnished by means of a birth certificate issued free of charge for the purpose or, where the system of birth registration is inadequate, by means of other recognized types of documentary evidence or by medical examination;

(b) be recorded in documents to be kept by the employer or the young worker in his possession in order to

prove his compliance with the law.

(7) The regulations concerning the minimum age for admission to employment which are already applicable to certain categories of family undertakings in accordance with the minimum-age (agriculture) convention, 1921, the minimum-age (nonindustrial employment) conventions, 1932 and 1937, and the minimum-age (industry) (revised) convention, 1937, should be extended to all family undertakings in the spirit of the minimum-age (family undertakings) recommendation, 1937.

(8) For those occupations which, by their nature or the circumstances in which they are carried on, are dangerous to the life, health, or morals of the children and young persons employed therein, an age higher than the general minimum age should be fixed in accordance with the provisions of the minimum-age (industry) (revised) convention, 1937, and the minimum-age (nonindustrial employment) conventions, 1932 and 1937; in fixing this age it would be advisable:

(a) To fix the minimum age for the admission of young persons to employment as trimmers and stokers on vessels at not less than 18 years in accordance with the provisions of the minimum-age (trimmers and stokers) convention, 1921;

(b) to fix the minimum age for the admission of young persons to employments liable to cause lead poisoning at not less than 18 years, in accordance with the provisions of the white-lead (painting) convention, 1921, and the lead-poisoning (women and children) recommendation, 1919;

(c) to adjust the minimum age for other hazardous occupations to the seriousness of the physical or moral risks for young workers in each occupation, so as to afford them adequate protection, with an ultimate goal of at least 18 years;

(d) to prohibit or to lay down conditions safeguarding the entry of young persons below the age of 18 into occupations bringing them into contact with

the public such as certain of those in the hotel industry which may be blind-alley occupations and may involve moral risks;

(e) to consider carefully the risks involved for children or young persons in the carrying on of certain types of itinerant trading and similar occupations in the streets or in places to which the public have access, in order to fix an appropriate minimum age of admission for these employments as required by the minimum-age (nonindustrial employment) conventions, 1932 and 1937.

B. Authorization for Employment or Work

20. As the conditions under which a child or young person enters employment may have a lasting effect on his future, entry into employment should be subject to the following safeguards:

(a) The consent of the parents or guardian of the minor should be required for the entry into employment of a child or young person under the age of 16 years;

(b) the entry into employment of children and young persons under the age of 18 years should be subject to the written authorization of an appropriate authority responsible for verifying:

(i) That satisfactory proof has been furnished that the child or young person seeking employment has reached the minimum age for the occupation in which he is to be engaged;

(ii) that the child or young person has been found fit for the said employment by a medical examination made free of charge to the child or young person by a doctor approved by the competent authority, in accordance with the provisions already laid down for employment at sea by the medical examination of young-persons (sea) convention, 1921, or in a comparable manner in the case of employment in other categories of occupations;

(iii) that the child has received ade-

quate schooling in conformity with the law and all appropriate measures are being taken to make up any educational deficiencies;

(c) the competent authority should have the power to lay down in the work permit special conditions, in conformity with the law, taking into consideration both the health of the child or adolescent as determined by the medical examination, and the nature of the employment; the permit should be renewed at intervals and, in any case, at every change of employment;

(d) should local conditions make it impossible to raise to 18 years the age of admission to itinerant trading or similar occupations in the streets or in places to which the public have access, the carrying on of such trades or occupations by a child or young person under 18 years of age, whether for an employer, for his parents or on his own account, should be subject to the procuring of a special permit and to the wearing of a badge as provided for by the minimum-age (nonindustrial employment) recommendation, 1932.

C. Juvenile Placement

21. (1) In order that young persons may be placed in the employment where they can best utilize their aptitudes and resources, gain a good livelihood, and enjoy personal satisfaction in their work, the employment service in each country should provide special arrangements for the placing of juveniles, directly or in cooperation with other appropriate agencies in accordance with a coordinated program under the leadership of the employment service; the chief purposes of these arrangements should be:

(a) To offer to young persons who are seeking employment, or who wish to change from one employment to another, free vocational guidance which would take into account their special aptitudes, the general economic situation and existing employment possibilities and which would supplement the

guidance which these young persons received at school in the course or at the end of their studies, as provided for by paragraph 11 (b) above, close collaboration being maintained with educational authorities for this purpose;

(b) to place them in employment or help them to change their employment;

(c) to maintain contact with the young workers who have been placed by the service in order to give them the opportunity of discussing their problems with experienced advisers and to help them to solve these problems.

(2) This employment service should be entrusted to a special staff and advised by bodies composed of representatives of other public authorities, of employers, of trade unions, and of young workers.

22. Suitable work opportunities should be provided for young persons either in private employment or in public-works programs. In applying the policy of timing public works provided for in the public-works (national planning) recommendation, 1937, consideration should be given to the possibility of including works which will give employment to young workers in accordance with paragraph 6 of that recommendation.

D. *Liability to Social-Insurance or Social-Security Schemes*

23. (1) In order that young workers

may obtain income security as soon as possible, apart from any indirect claim which certain young workers might possess as dependents of either an insured person or a person entitled to social-security benefits, young persons should be compulsorily included under social-insurance or social-security schemes on entering employment.

(2) In the case of apprentices who receive no remuneration:

(a) The benefits of a sickness insurance or social-security medical-care service should be available at once without payment of contributions by the apprentice;

(b) the compensation for employment injuries should, as from the date at which they would have completed their apprenticeship for their trade, be based on the wages current for workers in that trade, according to paragraph 20 (2) of the income-security recommendation, 1944.

(3) Young persons employed for remuneration and apprentices receiving no remuneration who become invalids at a time when they are not yet entitled to social-insurance or social-security benefits sufficient for their needs should be entitled to maintenance allowances through social assistance, in accordance with paragraph 29 of the income-security recommendation, 1944.

(4) Workmen's compensation should be payable in respect of any occupational accident occurring to a child illegally employed; in such cases the employer should be liable for the payment of additional compensation.

V. PROTECTION OF YOUNG WORKERS

24. The Conference reaffirms its obligation to lay down international standards for the protection of young workers with the object of extending and improving the protection of such workers in all types of occupation.

A. *Hours of Work*

25. In order to restrict the working hours of children and young persons within limits compatible with the maintenance of their health and with their

recreational and educational needs, there should be:

(a) Strict regulation of the daily and weekly hours of work, with due regard for the varying needs of young people at different ages; efforts to reduce, in so far as may be practicable, the working week of young persons and children not attending school, to not more than 40 hours;

(b) suitable arrangements during working hours permitting young workers to attend the continuation courses of general or technical education provided for in paragraph 12 above until they attain the age of 18 years at least, an appropriate maximum being fixed by legislation for the aggregate hours of school and work and an appropriate minimum for the number of hours during which young workers should be released in every day, week, month, or year for attending school, these hours being preferably paid working time.

B. Night Work

26. In order to protect all young workers under 18 from the adverse effects of night work, which include undue fatigue and interference with the time normally free for recreational and cultural activities, measures should be taken:

(a) To prohibit night work in industrial employment, at least to the extent to which such work is prohibited by the provisions of the night-work (young persons) convention, 1919, which requires a rest period of at least 11 consecutive hours including the interval between 10 o'clock in the evening and 5 o'clock in the morning for young workers under 18 years of age; with additional limitations for children and young persons below the age of 16 years to cover a consecutive rest period of at least 12 hours; and to undertake a thorough examination of the cases in which night work is authorized for young persons over 16 for continuous processes in prescribed industries in

order to limit such exceptions to the indispensable minimum and to eliminate them so far as possible;

(b) to prohibit night work in agricultural undertakings by requiring rest periods not shorter than those provided for in the night work of children and young-persons (agriculture) recommendation, 1921; and

(c) to prohibit night work in non-industrial occupations in a manner which is adapted to the conditions and takes into account the special risks involved in nonindustrial night work for children and young persons of different age groups.

C. Rest Periods and Holidays

27. In order that all young workers may enjoy daily breaks, weekly rest periods, and annual holidays of sufficient duration to restore the loss of physical and mental energy resulting from continued employment, young persons under 18 years of age, irrespective of occupation, should be assured:

(a) Regular breaks during working hours and a rest period of a fixed minimum length allowing sufficient time for a meal in the middle of the working period;

(b) a weekly rest period in every week without exception which should whenever possible be of 36 hours and should in all cases include 24 consecutive hours; the rest period should normally include Sunday or the day established by the traditions or customs of the country or district, and the substitution of another day for the weekly rest should be limited to cases in which such substitution is authorized by the competent authority as being in the public interest and should be authorized only on condition that a longer compensatory rest period is granted;

(c) annual holidays with pay, of a minimum duration of:

(i) Twelve working days per year taken in a single period for all young

workers and apprentices under 18 years of age, in accordance with the principle already established for young workers and apprentices under 16 years of age in industry and commerce by article 2 (2) of the holidays-with-pay convention, 1936, except that the 1-year period of service therein referred to need not be continuous; and

(ii) eighteen working days per year for young workers engaged in particularly unhealthy or exacting occupations.

D. Industrial Safety and Hygiene

28. Without prejudice to the fixing of a higher age of admission for certain occupations especially hazardous to life and health, as provided for in paragraph 19 (8) above, special conditions of employment should be prescribed for children and young persons engaged in occupations which involve special hazards to the health and safety of the young worker; to this end measures should be taken:

(a) To arrange for the inclusion in the curricula of elementary schools and continuation courses of lessons in accident prevention and first aid and to give systematic instruction in accident prevention in vocational schools of all grades as recommended in paragraph 13 of the prevention of industrial accidents recommendation, 1929, and in the vocational-education (building) recommendation, 1937;

(b) to make employers responsible for providing for young workers training in safety methods and supervision, by the following means:

(i) Information on the general arrangements in the undertaking for preventing accidents and promoting safety;

(ii) explanation of the possible dangers of the work, or the machinery or plant connected with the work, and precise training in the use of machines and tools so as to ensure that the young worker knows how to work safely before he is permitted to start on the job;

(iii) experienced supervision to inculcate safe working habits and ensure that the young worker uses guards and protective equipment correctly, avoids work postures likely to cause physical deformation, and observes all safety rules and practices; and

(iv) enforcement of particularly rigorous measures of hygiene in work places where there is a danger of industrial poisoning or disease;

(c) to fix shorter working hours or provide more frequent breaks for young persons engaged in exacting occupations;

(d) to require a renewal of medical examinations at shorter intervals in the case of young persons engaged in occupations which are unhealthy or exacting.

E. Moving of Loads

29. In order to protect young workers from exertion beyond their physical strength, the lifting, carrying, drawing, or pushing of loads which are unreasonably heavy in view of the age and sex of the child or young person should be prevented by:

(a) Prescribing the maximum weight of loads which a young worker may move or carry by his own efforts, having regard to the age and sex of the worker and to the conditions in which the work is done, as for example, the characteristics of the load, temperature, and ventilation of work place, the distance covered, the gradients climbed, the heights at which the load is picked up and deposited, the technical method of transport, the frequency and length of the exertion and the physical development of the worker in relation to the weight of the load;

(b) prohibiting the employment of children and young persons in work which consists essentially in carrying heavy loads; and

(c) promoting the use of mechanical devices to reduce the physical effort required in moving loads and of safe methods of lifting loads.

F. Wages

30. Provisions with reference to wages paid to young workers should have the objective of assuring that they are paid wages commensurate with the work performed, observing wherever possible the principle of equal pay for comparable jobs. Provision should be made for inexperienced young workers through learners' rates when substantial periods of learning are required and through apprenticeship programs. Wherever the arrangements normally made by means of collective bargaining are not effective, special efforts should be made to assure:

(a) The payment to apprentices of fair and reasonable rates of compensation for productive labor performed as a part of training, and the inclusion in apprenticeship contracts of provisions regarding the method of determining remuneration and the scale of increase of remuneration during the apprenticeship, in accordance with the provisions of paragraph 4 (1) of the apprenticeship recommendation, 1939;

(b) the application of the following principles where the wage rates for young workers not employed under apprenticeship are customarily fixed separately from those of adults;

(i) Responsibility for fixing the rates should be entrusted to joint-wage boards or to other suitable bodies on which the interests of the employer and worker are represented; and

(ii) the rates should be fixed in the light of educational requirements, experience, job content and the average output of young workers, with provision for successive increases in minimum-wage rates commensurate with the average time needed to gain proficiency, and without prejudice to the principle of equal pay for equal work. Where remuneration is based on output, special safeguards against overstrain should be introduced.

G. Board and Lodging

31. In order to assure proper living conditions for young workers who are away from home for the purpose of vocational training or employment, provision should be made for:

(a) Fixing proper standards of sanitation, comfort, moral decency, and adequate nutrition to be complied with when an employer furnishes board and lodging to a young worker or apprentice, and making an appropriate authority responsible for ensuring that these standards are respected;

(b) satisfactory living quarters and meals for young workers living away from home, whose employers do not supply board and lodging, if necessary by encouraging the establishment of hostels or by establishing them.

H. Methods of Supervision

32. In order that the regulation of the employment of children and young persons may be fully effective, appropriate methods of supervision, including the following, should be established:

(a) Labor inspectors should be specially trained so that they will pay particular attention to the working conditions of children and young persons and will supplement legal measures with practical advice regarding the application of the measures to particular cases; special training should also be provided for vocational-guidance counselors and placement personnel;

(b) supervisory authorities should be assigned, within limits carefully defined by law, authority to suspend employment or to modify conditions of employment which might be injurious to young workers;

(c) there should be close collaboration between the employment and labor-inspection services, the public medical and social services and the appropriate departments of undertakings in supervising the employment conditions of

young workers, in a combined effort to obtain for children and young persons suitable job assignments;

(d) joint supervision by the employment and social-service authorities of the working and living conditions of young persons employed in private households or institutions;

(e) arrangements should be made to obtain the full cooperation of local and educational authorities and of private and public social agencies with labor inspectors, in order to supervise employment in street trading and similar occupations; and

(f) employers should be required to facilitate the task of inspectors by plac-

ing at their disposal the special register provided for in the minimum-age (industry) conventions, 1919 and 1937, and in the minimum-age (nonindustrial employment) (revised) convention, 1937, and all other useful documents which give precise information on children and young persons in their employment and on the conditions under which they are employed.

I. Right of Association

33. Young workers should have the same freedom as adults to join the trade union of their own choosing as from their entry to employment.

VI. ADMINISTRATION OF PROTECTIVE POLICIES

34. The Conference considers that an adequate and coordinated framework of law and administration is essential for the application by governments of the broad social policies necessary for the full protection of children and young persons and that, for this purpose, it is necessary to:

(a) Draw up the laws and regulations proposed above in a coordinated manner so as to cover all the problems and revise them periodically so as to ensure consistency and progressively harmonize statutory provisions with current trends;

(b) organize competent, specialized services to administer the proposed social programs, and provide these services with the requisite authority, sufficient resources, and adequate, professionally qualified personnel;

(c) put into execution the various parts of the unified national program, as defined above, in an integrated manner through satisfactory methods of coordination suited to the administrative structure in each country;

(d) ensure by appropriate means a guiding policy in the protection of children and young persons so that the programs relating to each problem may be continually revised and improved with a thorough understanding of their total needs;

(e) stimulate the interest, and obtain the support and participation of the general public as well as appropriate organized movements, and especially youth movements with social aims, in order to achieve a complete realization of these protective policies.

VII. COLLABORATION ON AN INTERNATIONAL BASIS

35. The Conference, realizing that the problems of children and young persons may be considered from many different angles, and that other inter-

national bodies interested in certain aspects of these problems already exist or may be established, declares its conviction that the fullest collaboration be-

tween all the international bodies concerned is desirable in order to secure:

(a) The exchange of information and the sharing of experience and technical knowledge so that each body may obtain a more comprehensive outlook on the needs of children and young persons;

(b) coordinated action so that, by utilizing to the greatest possible extent the respective means of international action, the progress of institutions and social measures for the well-being of children and young persons may be better assured.

RESOLUTION concerning the youth of liberated countries

Whereas the Conference, at its twenty-sixth session in 1944, expressed the hope that the United Nations and other members of the Organization will unite in their efforts to promote in every way the economic and social recovery of all the countries sorely tried by enemy occupation and the devastation of war, and asserted the determination of the International Labor Organization to associate its endeavors with the concerted will of the oppressed nations for the purpose of rebuilding their social life according to principles of international solidarity and of respect for fundamental spiritual and human values;

Whereas victory has now been achieved and the liberation of the countries which suffered occupation is now an accomplished fact;

Whereas millions of children have died under enemy oppression, and millions of others face a seriously compromised future since, in each of the occupied countries, countless numbers of children and young people have suffered from undernourishment and neglect, from the loss of parents, friends, and homes, from the horrors of concentration camps and the slavery of labor camps, from the complete lack of opportunities for educational, social, and cultural development, or, uprooted from their own countries, have lost their nationality and even their identity;

Whereas it is a universally recognized principle that children and youth constitute the first claim upon the services

of relief and reconstruction;

The Conference, mindful of the sufferings and the heroic achievements of youth on the battlefield and in resistance movements and convinced that the speedy reconstruction of liberated countries is indispensable to the future security and happiness of all free peoples, hereby adopts the following resolution:

I.

1. It is the earnest hope of the Conference that the nations of the world which are able to do so and in particular those which have escaped the ordeal of occupation by the enemy will continue to give as long as necessary full material and moral support to the task of reconstructing the liberated countries of Europe and will give similar assistance to the countries of Asia which have also now been liberated, in order that the collaboration of all free and united nations in this stupendous task may manifest their spiritual solidarity, their common ideals, and their mutual economic and social dependence.

II.

2. Bearing in mind the declaration made at its twenty-sixth session in 1944 by the delegations of the occupied countries in Europe which intimated that "the first task, and the most urgent, will be to improve nutrition, to provide

medical aid and to distribute medicines," the Conference:

(a) Expresses its satisfaction that several members with relatively abundant food supplies have decided to continue food rationing and have even curtailed food consumption, or have adopted other measures, in order to supply food to the populations of devastated countries, and especially to the children in these countries, and looks forward to the maintenance and extension of this policy as long as circumstances so require;

(b) renews the appeal made in 1944 in the employment (transition from war to peace) recommendation to the spirit of cooperation of members, in order that, when requested, they may supply to the liberated countries technical and material aid for the prompt reestablishment of medical care and general health services so that the populations in these countries, especially youth, may speedily recover their vitality.

III.

3. The Conference, recognizing that other international organizations are endeavoring, within the limits of their resources, to assist liberated countries in restoring educational facilities, expresses the hope that comparable assistance will continue to be made available to these countries for the complete reconstruction of educational and social institutions which serve the interests of childhood and youth, so that educational

losses may be rapidly overcome and so that the youth of these countries may soon be placed in conditions which permit vocational training and normal cultural development.

IV.

4. For displaced children and young persons who are homeless, stateless, orphaned, or separated from their families, measures for registration, identification, location of relatives and repatriation are of the first importance, and it is the hope of the Conference that the members will give every possible assistance, through national and international means, to obtain for these children and young persons the necessary care and to ensure that questions relating to their nationality and citizenship should be settled in a spirit of generosity and with a view to their future welfare.

V.

5. The Conference, realizing that reconstruction is viewed by liberated countries not only as a mere emergency task, but also in terms of lasting social progress, invites these countries, when they frame and administer their programs of social reconstruction, to take into account the international standards which the International Labor Organization has formulated in the resolution concerning the protection of children and young workers adopted by the Conference at its present session.

RESOLUTION concerning the regulation of the underground work of young persons in mines

The Conference requests the Government of the International Labor Conference Body to place on the agenda of the next Session the question of regulating the underground work of young persons in mines.

RESOLUTION concerning the setting up of an advisory committee on juvenile work.

In order that the work of the twenty-seventh session of the International Labor Conference concerning the protection of children and young workers may have the most fruitful results and in order to hasten the application of the principles stated in the resolution on this question, the Conference requests the Governing Body to set up an advisory committee for studying the problems of young workers.

CONCLUSIONS

I. MEDICAL EXAMINATION FOR FITNESS FOR EMPLOYMENT (YOUNG WORKERS)

This Conference,

Having examined the report submitted by the International Labor Office on the medical examination for fitness for employment (young workers),

Invites the International Labor Office to consult the Governments on the following points:

1. Form of the regulations

(1) One or more Draft Conventions rather than a Recommendation.

(2) Desirability of a Recommendation establishing supplementary provisions.

2. Scope as regards employments to be covered

(1) Necessity for covering both industrial and nonindustrial occupations.

(2) Definition of scope:

(a) Industrial occupations:

(i) General definition broadly indicating the categories to be covered; or

(ii) detailed list as in previous Conventions, subject to revision.

(b) nonindustrial occupations:

(i) Definition by exclusion of industrial, agricultural and maritime occupations; or

(ii) detailed list, as in the Holidays with Pay Convention, 1936, subject to addition of itinerant trading and other occupations carried on in the streets or in places to which the public have access.

(3) Necessity for covering all family undertakings, or solely those in which the work carried on is dangerous to health.

(4) Classes of undertakings or employments, if any, to be excluded.

3. Scope as regards age of the young persons to be protected

(1) (a) Necessity of applying regulations to all persons under the age of 18 years in the occupations concerned; or

(b) necessity of applying regulations to all persons under the age of 21 years in the occupations concerned.

(2) Desirability of prescribing a lower age-limit in the case of all persons covered hereunder, such lower age to be 16 years, or such age between 16 and 18 years as may be considered desirable, pending legislation in each country prescribing a higher age-limit.

(3) Desirability of prescribing a higher age-limit for occupations which involve special hazards to the health of young workers.

4. Provisions concerning medical examinations for fitness

(1) Provisions for free and thorough medical examination in relation to employment:

(a) A thorough general examination combined with medical advice to be used in vocational guidance, before entering employment and, preferably, before leaving school; or

(b) a specific examination as a condition of entrance into employment, taking into account the suitability of the particular kind of work; or

(c) a thorough general examination, as indicated under (a) above, combined with a specific examination as an obligation for certain occupations or for groups of occupations specified by order of the supervisory authorities as involving similar health risks in order to avoid unnecessary examinations.

(2) Provisions for subsequent examinations:

(a) An annual reexamination combined with an examination on change of employment; or

(b) an annual reexamination combined with a special examination *either* by order of the supervisory authorities *or* at the request of parents in relation to the state of health of the young worker in question or the nature of the occupation; or

(c) an annual reexamination, an examination on change of employment and a special examination as indicated in (b) above;

(d) necessity of reexamination at shorter intervals in special circumstances;

(e) possibility of leaving to national authorities discretionary powers to es-

tablish lists of occupations involving similar health risks for the purpose of avoiding unnecessary reexaminations on changes of employment.

(3) Necessity of providing health and social measures for children and young persons found by medical examination to have physical handicaps or limitations, and of assuring effective liaison between health, educational and social authorities for the purpose of ensuring that such children and young persons shall, as the circumstances of the case demand:

(a) Receive the medical treatment required;

(b) be encouraged to return to school or be guided towards suitable occupations and trained for such occupations;

(c) have the advantage of other useful measures, including financial aid.

(4) Desirability of vesting in the authorities responsible for the supervision of measures relating to fitness of employment:

(a) The duty of drawing up a table of occupations and trades showing the risks which they may involve for the health of workers who are physically handicapped or in a poor state of health, together with a table of occupations and trades suitable for such persons;

(b) the power to grant authorization for employment or medical certificate limited to particular occupations or under special conditions, or to grant temporary authorization or medical certificate covering a fixed period at the end of which the young worker should appear for reexamination;

(c) the power to lay down specified conditions in particular cases to safeguard the health of the young worker.

5. Administration and enforcement

(1) Necessity for making the employment of a juvenile illegal unless employment has been duly authorized through:

(i) An employment certificate or a

work book, on which a statement containing evidence as to fitness must be endorsed; or

(ii) a medical certificate of fitness for employment.

(2) Desirable methods of issue and of renewal of medical certificates of fitness.

(3) Supervisory authorities:

(a) Authorities responsible for the issue of documents authorizing employment;

(b) desirability of establishing tripartite bodies to examine disputed cases;

(c) desirability:

(i) Of making examining doctors responsible to public authorities; and

(ii) of having examining doctors paid by public authorities;

(d) desirability of having examining doctors experienced in matters relating to the health of children and young persons, and wherever possible, with specific knowledge of the occupations concerned;

(e) authorities responsible for enforcement of the laws as to health and safety in employment, and authorities responsible for enforcement of laws relating to the employment of children and young persons.

(4) Responsibilities of the employer in regard to enforcement:

(a) Obligation to keep available:

(i) Either the authorization of employment, such authorization to include a statement as to medical examination and limitations as to employment prescribed as a result of medical examination;

(ii) or the medical certificate of fitness; or

(iii) if (i) is preferred, desirability of making provisions in order that the confidential information contained in the certificate of fitness should in no case come to the knowledge of the employer, the latter receiving from the supervisory authorities only the authorization for employment based on the medical certificate.

(b) obligation to send a notification of the employment of young persons to the competent supervisory authorities.

(5) Measures to assure the identification and supervision of children and young persons engaged in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access.

(6) Desirability of providing for the prohibition of employment of young persons under the age of 16 years in occupations carried on in fairs and for public entertainment, which are dangerous to their life and health.

II. RESTRICTION OF NIGHT WORK OF CHILDREN AND YOUNG PERSONS (NONINDUSTRIAL OCCUPATIONS).

This Conference,

Having examined the report submitted by the International Labor Office on the restriction of night work of children and young persons (nonindustrial occupations),

Invites the International Labor Office to consult the Governments on the following points:

1. Form of the regulations

(1) A Draft Convention rather than

a Recommendation.

(2) Desirability of a Recommendation relating to administrative methods of application.

2. Scope as regards employments covered

(1) Necessity of covering all non-industrial occupations:

(a) Without exception, or
(b) excluding domestic service in private households.

(2) Definition of nonindustrial occupations:

(a) By excluding from the regulation those occupations which are recognized as industrial, agricultural or maritime, including sea fishing; or

(b) by listing types of nonindustrial occupations.

3. *Scope as regards persons covered*

(1) Necessity of covering all children and young persons up to the age of 18:

(a) Without exclusions; or

(b) by leaving to the discretion of the competent authority in each country the decision to exempt children and young persons engaged in family undertakings in which only parents and their children or wards are engaged, provided the activities carried on are recognized as not being harmful, prejudicial or dangerous to children or young persons.

(2) Desirability of prescribing a lower age-limit in the case of all persons covered hereunder, such lower age to be 16 years or such age between 16 and 18 years as may be considered desirable, pending legislation in each country prescribing a higher age-limit.

4. *Protective provisions*

(1) Fixing of separate and appropriate standards:

(a) For children under 14 years of age;

(b) either for young persons between 14 and 16 years of age and young persons between 16 and 18 years of age, or for young persons between 14 and 18 years of age.

(2) Provisions applicable to children under 14 years of age:

(a) Abolition of night work during a consecutive rest period of:

(i) Fourteen hours in every twenty-four hours; or

(ii) sixteen hours in every twenty-four hours;

(b) determination of the interval of night hours during which all work is prohibited:

(i) By the national authority, provided that the prohibited night hours are coterminous with the total consecutive rest period of fourteen hours or sixteen hours according to the alternative chosen;

(ii) By a provision included in the Draft Convention.

(3) Provisions applicable:

(x) To young persons between 14 and 16 years of age; or

(xx) To young persons between 14 and 18 years of age:

(a) Abolition of night work during a consecutive rest period of:

(i) Twelve hours in every twenty-four hours; or

(ii) Fourteen hours in every twenty-four hours;

(b) The interval of night hours during which all work is prohibited to include:

(i) At least the interval between 10 p.m. and 6 a.m.; or

(ii) A longer interval, for example 8 p.m. to 7 a.m.

(4) If the alternative 3 (xx) is not accepted, provision applicable to young persons between 16 and 18 years of age:

(a) Abolition of night work during a consecutive rest period of twelve hours in every twenty-four hours;

(b) the interval of night hours during which all work is prohibited to include:

(i) At least the interval between 10 p.m. and 6 a.m.;

(ii) possibility for the Governments, in exceptional circumstances which affect certain areas and occupations, and after consultation with the employers' and workers' organizations concerned, to substitute the interval between 11 p.m. and 7 a.m. for the above-mentioned interval.

5. *Exemptions*

(1) In countries where the climate renders work by day particularly try-

ing to the health, provisions authorizing a shorter night period, in the case of children and young persons 14 years of age or older, provided that the compensatory rest is granted during the day.

(2) In cases of serious emergency declared by the Government to affect the public interest, provision for temporary night work by young persons over 16 years of age.

(3) In public entertainment, the authorization of night work in the interest of art, science or education, under the following conditions, and only in most exceptional circumstances:

(a) Conditions applicable to children and young persons under 16 years of age:

(i) No night employment in an occupation deemed by national authorities to be, by its nature or the circumstances in which it is to be carried on, dangerous to the life, health or morals of the child;

(ii) no night work except in the case of children who attend academies and other institutions for dramatic or musical instruction;

(iii) no employment on more than three evenings a week;

(iv) no employment after midnight;

(v) strict safeguards to assure the child's health, morals and kind treatment and to avoid interference with the child's education;

(vi) guarantee of a consecutive rest period of fourteen hours or sixteen hours in every twenty-four hours according to the alternative chosen;

(b) conditions applicable to young persons between 16 and 18 years of age:

(i) no night employment in an occupation deemed by the national authorities to be, by its nature or the circumstances in which it is to be carried on, dangerous to the life, health or morals of the young person;

(ii) no employment after midnight;

(iii) guarantee of a consecutive rest period of twelve hours in every twenty-four hours.

6. Administration and enforcement

(1) Provisions to be included in the Convention to specify certain measures to be taken for ensuring its enforcement:

(a) Adequate public supervision and inspection by men or women as the authorities may deem appropriate, including inspections at the request of parents;

(b) requirement that employers keep records showing name and date of birth of children and young persons in their employment and hours worked, except in the case of young persons employed in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access, and whose working time, under national regulations, is not deemed to be directly within the employer's control;

(c) suitable means of assuring the identification and supervision of children and young persons engaged in itinerant trading or in any other occupation carried on in the streets or in places to which the public have access;

(d) penalties applicable to the employer or other responsible adult for breaches of the night-work prohibition.

(2) Desirability of a Recommendation suggesting administrative methods and techniques useful in applying effectively night-work regulations to non-industrial employment:

(a) For shops and other commercial undertakings, offices and similar establishments, a system of employment certificates or work books to determine the child's or the young person's age and eligibility for employment under specified conditions, including the prohibition of night work;

(b) for street trading and similar occupations:

(i) System of licensing or special permits, with requirement that employed children and young persons wear a special badge, to facilitate en-

forcement and inspection;

(ii) arrangements for full cooperation of local and educational authorities and social agencies with labor authorities in enforcing night-work regulations;

(iii) where an employer-employee relationship exists, provision for holding the employer legally responsible for violations of the night-work prohibition;

(iv) where no employer-employee relationship exists, provision for requiring those who supply the child or

young person with merchandise or supplies for sale or resale to assure themselves that the minor is legally employed and to keep suitable identifying records, as an aid to the authority responsible for enforcement of the night-work prohibition;

(c) in public entertainment (if exemption 5 (3) is adopted), provision for a system of licenses or special permits issued to the child by the national or local authorities for a fixed period.

RESOLUTION

The Conference requests the Governing Body to examine the possibility of placing on the agenda of an early Session of the International Labor Con-

ference the question of the extension to agriculture of medical examination for fitness for employment of children and young persons under the age of 18 years.

RESOLUTION

The Conference requests the Governing Body to examine the possibility of placing on the agenda of an early and, if possible, the next Session of the Inter-

national Labor Conference, the question of the revision of the Night Work (Young Persons) Convention, 1919.

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